

DEPARTMENT OF INDUSTRIAL RELATIONS  
 Division of Labor Statistics and Research  
 455 Golden Gate Avenue, 9<sup>th</sup> Floor  
 San Francisco, CA 94102

MAILING ADDRESS:  
 P. O. Box 420603  
 San Francisco, CA 94142-0603



**IMPORTANT NOTICE TO AWARDING BODIES & ALL INTERESTED PARTIES  
 REGARDING CHANGES TO THE DIRECTOR'S GENERAL PREVAILING WAGE DETERMINATIONS**

**INTERIM DETERMINATION FOR THE CRAFT OF #ROOFER**

**Issue Date:** May 16, 2006

**Expiration date of determination:** July 31, 2006\*\* The rate to be paid for work performed after this date has been determined. If work will extend past this date, the new rate must be paid and should be incorporated in contracts entered into now. Contact the Division of Labor Statistics and Research for specific rates at (415) 703-4774.

**Localities:** All localities within Los Angeles, Orange, Riverside, San Bernardino, and Ventura Counties.

**This determination applies only to projects advertised for bids on or after May 26, 2006.** These rates supersede the Roofer wage rates issued in the following General Prevailing Wage Determinations: LOS-2006-1, ORA-2006-1, RIV-2006-1, SBR, 2006-1, and VEN-2006-1.

Craft	Basic Hourly Rate <sup>a</sup>	<u>Employer Payments</u>					<u>Straight-Time</u> Hours	Total Hourly Rate	<u>Overtime Hourly Rate</u>		
		Health And Welfare	Pension <sup>b</sup>	Vacation And Holiday	Training	Other			Daily <sup>d</sup> (1½ X)	Saturday <sup>e</sup> (1½ X)	Sunday/ Holiday (2 X)
#Roofer	\$27.75	\$3.50	\$3.47	c	\$0.20	\$0.25	8	\$35.17	\$47.91	\$47.91	\$60.64
Pitch Work	\$29.50	\$3.50	\$3.47	c	\$0.20	\$0.25	8	\$36.92	\$50.53	\$50.53	\$64.14
Preparer	\$28.75	\$3.50	\$3.47	c	\$0.20	\$0.25	8	\$36.17	\$49.41	\$49.41	\$62.64

#Indicates an apprenticeable craft. Please refer to the roofer interim apprentice schedule issued May 16, 2006.

\*\* Effective August 1, 2006, there will be an increase of \$1.25 to be allocated to wages and/or fringes. Effective August 1, 2007, there will be an increase of \$1.00 to

be allocated to wages and/or fringes

<sup>a</sup> Includes an amount for dues check-off, which is not factored in overtime and holiday wage rates.

<sup>b</sup> Includes an amount per hour worked for annuity trust fund.

<sup>c</sup> Included in straight-time hourly rate, which is not factored in the overtime rates.

<sup>d</sup> Rate applies to the first two daily overtime hours worked. All other overtime worked is paid at the Sunday/Holiday overtime hourly rate.

<sup>e</sup> Rate applies to the first 10 hours worked on Saturday. All other overtime worked is paid at the Sunday/Holiday overtime hourly rate.

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May 16, 2006

**IMPORTANT NOTICE TO AWARDING BODIES  
 AND ALL INTERESTED PARTIES REGARDING CHANGES IN  
 THE DIRECTOR'S GENERAL PREVAILING WAGE APPRENTICE SCHEDULES**

**INTERIM APPRENTICE SCHEDULE FOR THE CRAFT OF ROOFER**

**LOCALITIES:** All localities within Los Angeles, Orange, Riverside, San Bernardino, and Ventura Counties.

**JOURNEYMAN DETERMINATION REFERENCE:** Please refer to the roofer interim determination issued May 16, 2006.

**This roofer apprentice schedule supersedes the following General Prevailing Wage Apprentice Schedules: LOS-2006-1, ORA-2006-1, RIV-2006-1, SBR-2006-1, and VEN-2006-1.**

**PERIODIC WAGE PERCENTAGE PROGRESSIONS**

**EMPLOYER PAYMENTS**

Classification	1 <sup>st</sup> Period	2 <sup>nd</sup> Period	3 <sup>rd</sup> Period	4 <sup>th</sup> Period	5 <sup>th</sup> Period	6 <sup>th</sup> Period	7 <sup>th</sup> Period	Health and Welfare	Pension	Vacation and Holiday	Training	Other
Roofer	A 50%	A 55%	A 60%	A 65%	A 70%	A 80%	A 90%	Full	B	C	Full	Full

- A) The duration per period is 6 Months. To obtain the correct apprentice wage rate, please contact the Division of Apprenticeship Standards. Applying these percentages to the journeyman's wage rate found in the May 16, 2006 roofer interim determination may not result in the correct apprentice wage being paid.
- B) To obtain the amount for Pension, please contact the Division of Apprenticeship Standards.
- C) Vacation is included in the hourly rate.

Note: Full means that the apprentice receives the employer payment at an amount equal to the journeyman.

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HOLIDAY PROVISIONS

FOR

ROOFER, PITCH WORK, AND PREPARER

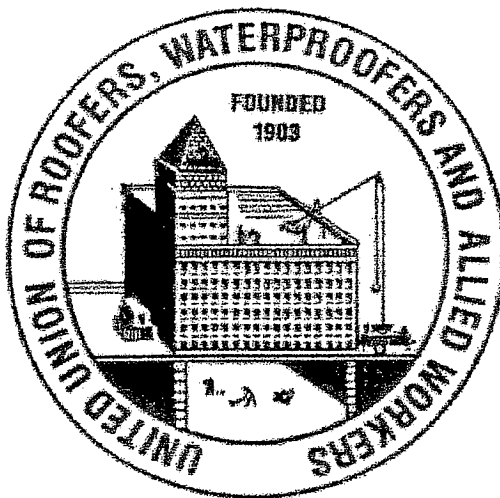
IN

LOS ANGELES, ORANGE, RIVERSIDE, SAN BERNARDINO, AND  
VENTURA COUNTIES

232-36-1

# Roofers & Waterproofers

Local # 36 And 220



RECEIVED  
Department of Industrial Relations

OCT 13 2005

Div. of Labor Statistics & Research  
Chief's Office

## Master Labor Agreement

MASTER LABOR AGREEMENT BY AND BETWEEN LOCAL # 36 & 220 OF THE  
UNITED UNION OF ROOFERS, WATERPROOFERS AND ALLIED WORKERS  
AND INDIVIDUAL ROOFING CONTRACTORS AND OTHERS.

REPRESENTING THE GEOGRAPHICAL AREA OF  
LOS ANGELES, VENTURA, SANTA BARBARA, SAN LUIS OBISPO, ORANGE,  
SAN BERNARDINO AND RIVERSIDE COUNTIES IN THE STATE OF  
CALIFORNIA.

SEPTEMBER 1, 2005 TO 12:00 MIDNIGHT,  
JULY 31, 2008, INCLUSIVE

regular and overtime rates and expenses paid all employees covered by this agreement, and shall make them accessible along with any book or record determined by an authorized auditor of the Trustees as necessary for full and complete audit, shall be considered hereunder as subject to inspection by such auditor. The cost of such audit will be borne by the Trust Fund involved unless such audit discloses errors in the bookkeeping or payments of wages and/or fringe benefits by the Contractor, in which case, the Contractor being investigated will bear the full cost of said audit.

- (9) The Contractors and Employees agree that the contributions for the National Roofing Industry Fund, along with other sums due for Pension be remitted through the Roofers Depository as outlined in Article 11, (G) of this agreement. It is further agreed that the National Roofing Industry Trust Agreement (a copy herem as appendix D ) is incorporated herein and is part of this Master Labor Agreement.

- K. If, during the term of this Agreement, any wage increases or benefit increases proved by the Agreement are barred or interrupted by any act of law hereto or hereafter adopted, the parties agree that immediately upon the expiration or the lifting of any such laws, all wage and benefit increases interrupted shall become effective and shall be put into effect and paid from the date of the lifting of any controls.

## ARTICLE 12

### Hour of Work Overtime - Holidays

Workweek to be 40 hour flexible schedule, Monday through Friday Overtime would be paid after 40 hours in workweek or after 8 hours in a workday on public works project; over 9 hours on private job. Double time will be paid after 10 hours per day and on all Sundays and holidays and all hours worked over 55 hours per week..

Overtime for Saturday at time and a half and double time for Sundays to be paid as agreed upon.

The following holidays shall be paid at double time. New Years day, Memorial Day, Fourth of July, Labor Day, Veterans Day, Thanksgiving and Christmas.

Should any of the above named holidays fall on Sunday then the following Monday shall be holiday

Emergency work - shall be paid for at time and half (1.5) overtime rate. Emergency work is defined as follows: work that must be done outside the regular working hours for the protection of life or property, due to wind, flood, earthquake or other acts of god, or the public enemy.

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## SCOPE OF WORK PROVISIONS

FOR

ROOFER, PITCH WORK, AND PREPARER

IN

LOS ANGELES, ORANGE, RIVERSIDE, SAN BERNARDINO, AND  
VENTURA COUNTIES

232-36-1

# Roofers & Waterproofers

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SEPTEMBER 1, 2005 TO 12:00 MIDNIGHT,  
JULY 31, 2008, INCLUSIVE

## **PREAMBLE**

This Master Labor Agreement (hereinafter referred to as M.L.A. or Agreement" is entered into as of September 1, 2005 by and between the UNION ROOFING CONTRACTORS ASSOCIATION ("URCA OR Contractor") listed below and Locals 36 and 220 of the United Union of Roofers, Waterproofers and Allied Workers ( hereinafter referred to as "Union" ), collectively whose geographic jurisdiction covers Los Angeles, Ventura, Santa Barbara, San Bernardino, Riverside, San Luis Obispo and Orange Counties of the State of California.

## **ARTICLE 1** **Jurisdiction**

This agreement shall cover any and all work, regardless of how performed or regardless of material utilized, to include metal roofing, which is used or can be used to cover, protect, shield, or otherwise insulate that portion of any structure used as or for roof, damp and or waterproofing purposes, which shall include but not limited to the following:

Section A. Slate and Tile roofers shall include in their work jurisdiction the following work processed and types of materials:

All slate where used for roofing of any size, shape or color, and in any manner laid including flat or promenade tile, with necessary metal flashing to make water-tight.

All asbestos shingles where used for roofing of any size, shape or color, and in any manner, laid with necessary metal flashing to make water-tight.

All cementing in, on or around the said slate or tile roof.

All laying of felt or paper beneath the above mentioned work.

All dressing punching and cutting of all roof slate or tile.

All operation of slate cutting or punching machinery

All substitute material taking the place of slate or tile, as asbestos slate or tile, cement or composition tile.

All removal of slate or tile roofing as defined above when a roof is to be re-applied in their place.

Section B. Composition roofers shall include in their work jurisdiction the following work processes and type of materials.

All forms of plastic, slate, slag, gravel or rock roofing, including all types of aggregates, blocks, bricks, stone or pavers used to ballast or protect Inverted Roof Membrane Assembly (IRMA) roof or roofs of similar construction where the insulation is laid over the roof membrane.

All kinds of asphalt and composition roofing.

All kinds of coal tar pitch bitumen roofing and waterproofing.

All priming of roof decks and surfaces that receive roofing and / or waterproofing.

All rock asphalt and composition roofing.

All rock asphalt and mastic when used for damp and waterproofing.



All prepared paper roofing.

All mineral surfaced roofing, including 90 lb., and SIS whether nailed, mopped with bitumen, or applied with mastic adhesive.

All compressed paper, chemically prepared and burlap when used for roofing or damp and waterproofing purposes, with or without coating.

All substrates used on the roof deck for fire-proofing or any materials used as support for the roofing system over fluted metal decks.

All damp resisting preparations when applied with mop, brush, roller, swab, trowel, or spray system inside or outside of building.

All damp course, sheeting or coating on all foundation work.

All tarred floors.

All waterproofing of shower pans and / or stall.

All laying of tile or brick, when laid in pitch, tar, asphalt, mastic, marmolite, or any form of bitumen.

All forms of insulation used as part of or in connection with roofing, waterproofing or dampproofing.

All forms of protection boards, walkway pads and roof treads used in composition roofing or waterproofing to protect the membrane from damage.

All types of coatings, toppings and finishes used on the roof surfaces.

All types of aggregates, stones, bricks, blocks or pavers used as a ballast or protection for composition and Inverted Roof Membrane Assembly (IRMA) roofs.

#### Section C.

(1) All forms of elastomeric and / or plastic ( elastic-plastic ) roofing systems, both sheet and liquid applied, whether single-ply or multi-ply These shall include but not be limited to:

- a) PVC (Polyvinyl chloride system)
- b) Butyl Rubber
- c) EPDM (ethylene propylene diene monomer)
- d) PIB (polyisobutylene)
- e) CPE (chlorinated Polyethylene)
- f) CSPE (chlorosulfonated Polyethylene)
- g) Modified bitumens
- h) Neoprene

(2) All insulation's applied with the above systems, whether laid dry, mechanically fastened, or attached with adhesive.

(3) All types of aggregates, blocks, bricks, stones, or pavers used to ballast or protect these elasto-plastic systems.

(4) All types of aggregates, blocks, bricks, stones or pavers used to ballast or protect Invert Roof Membrane Assembly (IRMA) roofs or roofs of similar construction where the insulation is laid over the roof membrane.

(5) All sealing and caulking of seams and joints on these elasto-plastic systems to insure water-tightness.

(6) All liquid-type elasto-plastic systems preparations for roofing damp or waterproofing when applied with a squeegee, trowel, roller or spray equipment, whether applied inside or outside the building.

(7) All sheet-type elasto-plastic systems, whether single or multi-ply for waterproofing either inside or outside of a building.

(8) All priming of surfaces to be roofed, damp, or waterproofed, whether done by roller, mop, swab, three-knot brush, or spray systems.

(9) All types of pre-formed panels used in waterproofing (Volclay, etc.)

(10) All applications of protection board to prevent damage to the damproofing or waterproofing membrane by other crafts or during backfilling operations.

(11) All handling of roofing, damp and waterproofing materials.

(12) All hoisting and all storing of roofing, damp and waterproofing materials.

(13) All types of spray-in-place foams such as urethane, polyurethane, or polyisocyanurate, the machinery equipment used to apply them and the coatings that are applied over them.

(14) All types of restoratives, coating, mastics and toppings when used for roof maintenance and repairs.

Section D: All tear-off and / or removal of any type of roofing, all spudding, sweeping, vacuuming and / or cleanup of any and all areas of any type where a roof is to be re-laid, or any materials and operation of equipment such as kettles, pumps, tankers or any heating devices that are used on roofing or waterproofing systems coming under the scope of jurisdiction as outlined in Article 1.

## **Article 2**

### **Definitions**

The following will be definitions of words, terms or phrases used in this Collective Bargaining Agreement.

- A. Apprentice: Means one who is learning the roofing / waterproofing trade and who is indentured under the State or Federal Apprenticeship Standards as hereinafter provided.
- B. Contractor-Employer shall mean Contractor, Company or Corporation signatory to this agreement who is engaged in the roofing business and / or other activities set forth under Article 1 of this Agreement.
- C. Discharged: Means termination of employment.
- D. Employee: Means one who works for another for wages and is in such relationship to the other person that the latter may control the work of the former and direct the manner in which it shall be done.

- E. Enameler, protective Coating Worker and Pipe Wrapper: Means a man who prepares surfaces and applies protective coating bituminous or otherwise, to pipes, conduits, surfaces and articles.
- F. Foreman: Means Roofing Journeyman who has the Contractor's work order and is appointed by the Employer to supervise other Roofing Employee's and their work and is responsible for the proper execution of the work, the satisfactory completion of the work, and is to account for equipment and material on the job, and shall keep an accurate record of all time worked by men under his supervision.
- G. Free Zone: Means geographical area within which an Employee is not paid for subsistence.
- H. Job Site: Each place at which work of any type under Article 1 is being performed.
- I. Journeyman roofer: Means an employee who has completed his Apprenticeship training on roofing and waterproofing work or who has qualified by an approved examination.
- J. Just Cause: Means failure to an employee to practice his craft or perform his labor in workman like manner according to the accepted rules, as interpreted by the Joint Labor Relations Board.
- K. Lay-Off: Means suspension of employment of the employee by the employer, for an indeterminate time.
- L. Preparer: Means an employee who is dispatched to perform roof removal of any type of roofing or roofing material; or spudding, or sweeping, and / or clean-up; and / or preloading, or in preparing the roof for application of roofing, damp and / or waterproofing material. Such employee shall not, under any circumstances, tend a kettle, become involved in packing hot material or become involved in any phase of the application of roofing traditionally done by Journeyman and / or Apprentice roofer, unless expressly agreed by the Union pursuant to other provisions of this agreement. It is understood that the preparer will be trained as required by State and Federal Safety Standards for the removal of any asbestos containing materials and fall protection regulations.
- M. Regular Employee: Means an employee in continuous good standing who has worked for a signatory Contractor for at least sixty ( 60 ) days during the previous six ( 6 ) months. Any Employee transferring out of his Local during the six ( 6 ) months period shall forfeit this privilege.

- N. Roofer: Means an applicator of Slate, Tile, Asbestos and Composition Shingles, Built-up Roofing of any product which is or may be used for roofing, waterproofing, damproofing, or other activities set forth under Article 1 of this Agreement.
- O. Safety Clothing: Means high top boots, gloves, long sleeve shirts, pants with no cuffs and hard hats. All other special safety equipment is to be furnished by the Employer.
- P Shop: Means regularly established place of business as provided in Article 3, Section C of this agreement.
- Q. Shingler or Sider: Means an employee who applies any type of shingles or siding, other than wood or metal, to the exterior of any structure.
- R. Starting Time: Means the time the Employer must be prepared to commence work.
- S. Steward: Means an Employee appointed by the Unions to represent the Union on job or in shop.
- T. Strike: Means authorized cessation of work by the Employee or Employees as a result of a labor dispute.
- U. Sub-Foreman: Means one who works as sub-foreman under the supervision of the Foreman having the Contractor's work order.
- V Tools: Personal tools means hammer, cutting knives, tin snips, trowels, tile pick, hard hats and proper dress or any other tool, instrument used by one hand needed to do his work, and said tools must be in the possession of the Employee when reporting to work. A Heat Welder for Single Ply work shall not be considered a Hand Tool.
- W Union Membership: Means membership in any Union affiliated with United Union of Roofers, Waterproofers and Allied Workers, within the geographical jurisdiction of Locals No's. 36 and 220.
- X. Working Members: Means one principal employee of the Contractor-Employee, and who must be designated on the application at the time this contract is signed.

Work Stoppage: Means an authorized cessation of work by Employee or Employees as result of labor dispute.

M. Classification of Employees: Employees shall be classified as follows:

CLASS A. All journeyman who have had three (3) or more years of local experience in the trade and who has passed an examination.

CLASS B: All persons who have had less than three (3) years local experience and who have passed an examination.

APPRENTICE: Apprentices actively engage in the Apprenticeship Program as set forth in this Agreement.

PREPARER: This classification shall be used only for tear-off, sweep-off and pre-loading and shall be restricted from any and all other activities involving the application of roofing as outlined in Article 2, Paragraph L.

TEMPORARY HELP: Temporary Help shall be the classification of all persons without prior experience or persons with prior experience, without satisfactory proof of experience. It shall be the duty of the individual man to furnish the required proof of experience.

Any persons so classified, Temporary Help, who fails to show satisfactory proof, may make application to the apprenticeship program within fourteen (14) days, from the date of being dispatched. All Temporary Help will be restricted from performing actual application of roofing as described under classification A and B.

(1) Local experience, as used herein, shall be experience in the work and trade within the geographical area of Orange, Los Angeles, Ventura, San Bernardino, Riverside, Santa Barbara, and San Luis Obispo Counties in the State of California.

(2) Three (3) years experience as used herein is defined to mean 120 weeks of employment in the work and trade within five (5) years immediately past.

(3) In the event a Journeyman from Local Union not covered hereby, by transfer, is placed in employment prior to having taken the examination required herein, said Journeyman shall be dispatched with a CLASS B CLASSIFICATION. Thereafter, he will be required to take the Journeyman Examination, within fourteen (14) working days from the date of being dispatched. If said man fails the examination, he will then appear before the Apprenticeship Committee (Coordinator) for further determination in regards to his classification.

(4) Examination as used herein shall be a test of uniform skills and knowledge in the trade as prepared by the Joint Labor Relations Board and given by representative thereof.

(5) To require all applicants, to fill out an application card at the Union Hiring Hall, stating the applicant's name and address, amount, type and place of experience and name and address of last employer. To enroll the name, but not dispatch any applicant who willfully gives false or misleading information on his application until such false or misleading information is corrected and the true fact ascertained. The burden to present required information or verification thereof shall be upon the application.

(6) Any Applicant feeling aggrieved under the provisions of this Article may appeal to committee which is composed of one member appointed by the Union, one Contractor member appointed by the Contractor member of the

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TRAVEL AND SUBSISTENCE PROVISIONS

FOR

ROOFER, PITCH WORK, AND PREPARER

IN

LOS ANGELES, ORANGE, RIVERSIDE, SAN BERNARDINO, AND  
VENTURA COUNTIES

232-36-1

# Roofers & Waterproofers

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REPRESENTING THE GEOGRAPHICAL AREA OF  
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Permits - The Contractor shall obtain a permit from the unions for all work done on Sundays and holidays, said permits to be obtained from the union office prior to 4:30 P.M. the Friday before said work is to be done.

The contractor shall give the names of the men to be working and the location of the work. Any employee not in good standing and whose name has been submitted by the contractor shall not be given the opportunity for work under this section.

All Saturday and Sunday work shall be voluntary and no employee shall be discharged or otherwise disciplined for refusing such work.

There shall be a ten (10) minute rest break at mid-morning and mid-afternoon.

### ARTICLE 13 Transportation & Subsistence

The free zone shall be all jobs, which are within radius of (60) miles as designated by the official maps, from the starting point nearest to his established place of business. The starting point must be chosen from one of the following locations:

Seventh & Broadway	Los Angeles;
Labor Temple,	Palmdale;
City Hall	Van Nuys;
City Hall	Pomona;
City Hall	Whittier;
City Hall	Bellflower;
City Hall	Thousand Oaks;
City Hall	Ventura;
City Hall	Santa Barbara;
City Hall	San Luis Obispo.

All Contractors whose established place of business are within the jurisdiction of Local #220, shall use the Santa Ana City Hall as their starting point.

Note: Official maps shall be adopted by the Joint Labor Relations Board and shall be retained on file and are available at the main union hall for inspection.

When an employee is required to work outside the free zone or 60 miles from the contractor starting point, said employee shall received \$55.00 dollars per day for



subsistence. On jobs requiring subsistence pay where employees having worked on Friday who are required to return to the job site on the following Monday, said employee shall receive the applicable subsistence rate described above for Saturday and Sunday.

When the Employee has worked a 40 hour week in a 4 day period and is required to return to the job site on the following week, said Employee shall be paid the 7 day subsistence.

The Contractor shall have the option to provide a room plus \$25.00 dollars per day in instead of the \$55.00 dollars subsistence, provided each Employee shall be supply with his individual bed.

When the job is completed on Friday, Employee shall not be paid for the following Saturday or Sunday.

## **TRAVEL TIME**

Travel time shall be paid at the straight time taxable pay rate.

Employees shall receive travel time pay from shop to job on the first day of all jobs within the free zone and from job to job, when Employees are required to work at more than one job site in giving day. When an employee is required to visit multiple job sites in the performing of maintenance or repair work, the Employee shall receive regular pay on a port to port basis, until the Employees finishes the days work, generally at the contractor' shop.

When the Employee is required to report to the Contractor's shop before being sent to the job site, the Employee shall receive travel pay from the Contractors shop to the job site.

When the Employee is required by the contractor to load a truck, a vehicle or performs any labor for the Contractor before leaving the contractor's shop, the Employee's compensation shall start at the time the employee begins work at the Contractor' shop.

An Employee driving a Contractor' vehicle to/or from the job site, shall receive compensation at straight-time for said driving unless a different rate is required by law.

The Employee shall not use, or be required to use his own personal vehicle to haul, hoist or transport any material or equipment other than employee' own tools and personal effects.

When the Contractor requests an Employee to use their own personal vehicle, the Employee shall be reimbursed at the rate equal to the IRS allowable per mile rate.

Any Employee, who uses their own means of transportation by preference, shall not receive compensation for the use of it.

It is understood and agreed that payment of travel time, mileage, subsistence and/or expenses reimbursement shall be by separate check indicating clearly and specifically the various items and amount paid, or, if included in the payroll check, all such travel time, mileage, subsistence and/or expenses or expense reimbursement shall be indicated clearly and specifically as to the items and amounts paid on the payroll check stub or voucher, which shall be furnished the employee.

## ARTICLE 14 Composition of Crews

There shall not be less than one (1) Foreman for each Crew and shall consist of the following:

- A. Three (3) Employees, composed of one (1) Foreman and two (2) men, except as provided for in Article 14, Paragraph E.
- B. On multiple type contraction there shall be one (1) Foreman for each Crew.
- C. On an individual structure, where eleven (11) or more men are employed, there shall be one Foreman and one Sub-Foreman, and an additional Sub-Foreman for each additional ten (10) men.
- D.
  - 1) The ratio of men on any built-up roofing job shall not be greater than one (1) Indentured Apprentice for two (2) Journeymen on the job when qualified help is available.
  - 2) The ratio of men on single-ply or coating job shall not be greater than one (1) Indentured Apprentice for one (1) Journeyman on the job for the first four (4) men. Thereafter, ratio may be two (2) Apprentices for each Journeyman, when qualified help is available.
  - 3) The ratio of men on Tile and/or Shingle jobs shall not be greater than one (1) Journeyman for two (2) Indentured Apprentices, when qualified help is available.
  - 4) The ratio of Journeyman to Preparers shall be one (1) Journeyman for each five (5) Preparers, except when special conditions warrant it, such as on large job, then ten (10) to one (1) ratio may be granted upon request.
  - 5) On tear-off jobs, five (5) Indentured Apprentices for each Journeyman, may be used.